

Concept Project:

Background:

Maylor Hospital has been facing a critical issue with nurses burning out in overwhelming numbers and high turnover within the nursing staff. Exit interviews reveal that nurses feel overwhelmed by workload demands, lack of communication from leadership, and insufficient opportunities for professional development. This not only impacts patient care quality but also places financial strain on the hospital due to continuous recruitment and training costs.

Problem Statement:

Nurse burnout and turnover at Maylor Hospital are negatively affecting patient care, staff morale, and operational costs, highlighting the urgent need for a strategic intervention.

Smart Goals:

- ✓ Decrease in nurse turnover by 20% over the next year.
- ✓ Improved staff engagement and morale scores.
- ✓ Enhanced patient care quality due to experienced, stable nursing teams.

A	D	K	A	R
Awareness	Desire	Knowledge	Ability	Results
<div>Actions:</div> <ul style="list-style-type: none">•Conduct town hall meetings to openly share data on nurse turnover rates and its impact on patient care and hospital costs.•Communicate the hospital's commitment to addressing nurse well-being.	<div>Actions:</div> <ul style="list-style-type: none">•Engage nursing staff in solution design via focus groups.•Introduce wellness incentives (e.g., flexible scheduling, wellness days, recognition programs).•Share success stories of hospitals that have reduced burnout successfully.	<div>Actions:</div> <ul style="list-style-type: none">•Implement resilience and stress management training programs.•Provide clear communication on available support resources (EAPs, peer support groups).•Offer leadership workshops for nurse managers to improve team support skills.	<div>Actions:</div> <ul style="list-style-type: none">•Pilot flexible scheduling options within select units.•Assign mentors for new nurses to ensure smoother onboarding and support.•Provide regular feedback channels and coaching sessions.	<div>Actions:</div> <ul style="list-style-type: none">•Monitor key metrics (burnout scores, turnover rates, patient satisfaction).•Celebrate improvements publicly and recognize participating staff.•Integrate nurse wellness metrics into leadership KPIs and performance reviews.